



**State Budget Conference Chairs  
House Appropriations Committee /  
Senate Budget**

**BUMP ISSUES**

**Collective Bargaining**

**House Offer # 1**

**Sunday, May 1, 2011  
412 Knott Building**

Status of Collective Bargaining - Conference

Federation of Physicians and Dentists (FPD)  
Selected Exempt Service (SES) - Supervisory Non-Professional Unit

Article	Status	State	Union	Comments	House Offer 1
3	Dues Checkoff	Open	Vacate Article		State's Last Offer
5	Union Activities and Employee Representation	Open	Status Quo	Maintain Status Quo for the most part, but require the state to provide state email	Status Quo
15	Scope of Professional Responsibilities	Open	Status Quo	Reimbursed for licenses and certifications required for their job	Status Quo
23	Insurance Benefits	Open	Proposes health insurance contributions be set in GAA or other law	Current level of health insurance benefits at no cost to employees.	State's last Offer
25	Wages	Open	Pursuant to Governor's Recommended Budget	5 percent across-the-board pay increase	Resolve in GAA
27	Prevailing Rights	Open	Vacate Article		State's Last Offer

Federation of Physicians and Dentists (FPD)  
Selected Exempt Service (SES) - State Employees Attorneys Guild

Article	Status	State	Union	Comments	House Offer 1
3	Dues Checkoff	Open	Vacate Article	Status quo for Article, except establishes a timeframe for members to terminate dues	State's Last Offer
5	Employee Rights, Management and Union Communications	Open			Status Quo

Article		Status	State	Union	Comments	House Offer 1
7	Employee Standards of Conduct and Performance	Open				Status Quo
11	Classification Review and Professional Practice Scope	Open				Status Quo
17	Training and Education	Open				Status Quo
18	Wages	Open	Pursuant to Governor's Recommended Budget	Proposes that GAA include an across-the-Board increase, in addition a \$5,000 bonus for certain certifications		Resolve in GAA
19	Insurance Benefits	Open	Proposes health insurance contributions be set in GAA or other law	Add Retirement to Article title along with no changes to the retirement plan		State's last Offer
22	Prevailing Rights	Open	Vacate Article			State's last Offer

Federation of Physicians and Dentists (FPD)  
Selected Exempt Service (SES) - Physicians Unit

Article		Status	State	Union	Comment	House Offer 1
3	Dues Checkoff	Open	Vacate Article			State's Last Offer

Article	Status	State	Union	Comments	House Offer 1
5	Employee Rights, Management, and Union Communications	Open	Status Quo	Maintain Status Quo for the most part, but require the state to provide state email addresses of covered employees	Status Quo
6	Grievance Procedure	Open	Status Quo	Maintain Status Quo for the most part, but provide for non-binding arbitration after step 3.	Status Quo
7	Employee Standards of Conduct and Performance	Open	Reference Performance Rule		State's Last Offer
8	Termination Due to a Reduction in Force and Recall	Open	Status Quo	Termination by agency head is final unless inconsistent with law	Status Quo
16	Leave of Absence, Hours of Work	Open	Status Quo	Employees 'will' as opposed to 'would' be allowed to take another day off if required to work on a holiday	Status Quo
17	Training and Education	Open	Status Quo	Increase training days from 11 to 14 days	Status Quo
18	Wages	Open	Pursuant to Governor's Recommended Budget	Various pay increases	Resolve in GAA

Article	Status	State	Union	Comments	House Offer 1
19	Open	Proposes health insurance contributions be set in GAA or other law	Add Retirement to Article title along with no changes to the retirement plan		State's Last Offer
22	Open	Vacate article			State's last Offer

Florida Nurses Association  
Professional Health Care Unit

Article	Status	State	Union	Comments	House Offer 1
3	Open	Vacate Article			State's Last Offer
8	Open	Status Quo	Creates Section 1(B) to subject reductions in pay, primarily related to a reduction in work hours, for reason other than discipline to the same procedures as discipline.		Status Quo
23	Open	State's Proposal 2/10/11: Sections 1 to 4: Status Quo Section 5: New Title - Work During Office Closures and Holidays; delete allowance for overtime when deployed during disaster, provide for 15% pay additive.			State's last offer
24	Open	Status Quo	Union Proposal 12/6/10 Increase On-Call pay from \$1 to \$3 per hour.		Status Quo
25	Open	Pursuant to Governor's Recommended Budget	Various salary increases		Resolve in GAA
26	Open	Status Quo	Shift Differential -\$1 to \$2 per hour for evening shift, \$1 to \$3 per hour for midnight shift		Status Quo

Article	Status	State	Union	Comments	House Offer 1
27	Health Insurance	Open	Proposes health insurance contributions be set in GAA or other law	..	State's Last Offer
31	Prevailing Rights	Open	Vacate Article		State's last Offer

Police Benevolent Association (PBA)  
Highway Patrol Unit (reopeners)

Article	Status	State	Union	Comments	House Offer 1
3	Dues Checkoff	Open	Vacate Article		State's Last Offer
6	Grievance Procedure	Open	Status Quo	Require a grievance meeting between employee and management be mandatory	Status Quo
16	Employment Outside State Government	Open	Provide definition of off duty police employment to include schedulers.		State's last Offer
18	Hours of Work, Leave and Job-Connected Disability	Open	Allow Executive Director to set the work period at 40, 80 or 160 hours		State's last Offer
24	On-Call Assignment - Call-Back - Court Appearance	Open	Status Quo	Increase minimum for court appearance from 2.5 to 4 hours	Status Quo
25	Wages	Open	Pursuant to Governor's Recommended Budget	Various salary increases	Resolve in GAA

Article	Status	State	Union	Comments	House Offer 1
27	Insurance Benefits	Open	Proposes health insurance contributions be set in GAA or other law	Proposes to maintain health insurance benefits and premiums at the same level	State's last Offer

Police Benevolent Association (PBA)  
Special Agent Unit (reopeners)

Article	Status	State	Union	Comments	House Offer 1
3	Dues Checkoff	Open	Vacate Article		State's Last Offer
23	Workday, Workweek, and Overtime	Open		Protective Operations Squad shall be considered on-call when working in areas other than Tallahassee	Status Quo
24	On-Call Assignment - Call-Back - Court Appearance	Open	Status Quo	Increase minimum call-back credit from 2 to 4 hours. Increase minimum for court appearance from 2.5 to 4 hours	Status Quo
25	Wages	Open	Pursuant to Governor's Recommended Budget	Various salary increases	Resolve in GAA
27	Insurance Benefits	Open	Proposes health insurance contributions be set in GAA or other law	Proposes to maintain health insurance benefits and premiums at the same level	State's Last Offer

Police Benevolent Association (PBA)  
Law Enforcement Unit (reopeners)

Article	Status	State	Union	Comments	House Offer 1
3	Dues Checkoff	Open	Vacate Article		State's Last Offer
6	Grievance Procedure	Open	Status Quo	Require a grievance meeting between employee and management be mandatory	Status Quo
14	Performance Review	Open	Reference Performance Rule		State's Last Offer
24	On-Call Assignment - Call-Back - Court Appearance	TA'd	Status Quo	Increase minimum for court appearance from 2.5 to 4 hours	Status Quo

Article	Status	State	Union	Comments	House Offer 1
25 Wages	Open	Pursuant to Governor's Recommended Budget	Various salary increases		Resolve in GAA
27 Insurance Benefits	Open	Proposes health insurance contributions be set in GAA or other law	Proposes to maintain health insurance benefits and premiums at the same level	..	State's Last Offer

Police Benevolent Association (PBA)  
Security Services Unit

Article	Status	State	Union	Comments	House Offer 1
3 Dues Checkoff	Open	Vacate Article			State's Last Offer
6 Grievance Procedure	Open	Status quo	Require a grievance meeting between employee and management be mandatory		Status quo
9 Reassignment, Transfer, Change in Duty Station	Open	Status quo	First priority be given to those employees requesting a reassignment (shift or days off) who work at the facility		Status quo
14 Performance Evaluations	Open	Reference Performance Rule			State's Last Offer
18 Leave of Absence	Open		Delete language limiting time-off for attending collective bargaining session to the day prior to the Session.		Status Quo
21 Out-of-Title Work	Open	Clarifies that employees performing out-of-duty work will receive a pay additive			State's Last Offer
23 Hours of Work/Overtime	Open	Status quo	Proposes that Correctional Officer Lieutenants be eligible for overtime.		Status quo
24 On-Call Assignment and Call-Back	Open	Status quo	Increase the minimum-call back from 2 to 4 hours.		Status quo
25 Wages	Open	Pursuant to Governor's Recommended Budget	Various salary increases		Resolve in GAA
27 Insurance Benefits	Open	Proposes health insurance contributions be set in GAA or other law	Proposes to maintain health insurance benefits and premiums at the same level	..	State's Last Offer
30 Prevailing Rights	Open	Vacate Article			State's last Offer

Article	Status	State	Union	Comments	House Offer 1
American Federation of State, County, and Municipal Employees (AFSCME) Human Services, Professional, Operational Services, and Administrative and Clerical Units (successor agreement)					

Article	Status	State	Union	Comment	House Offer 1
3	Dues Checkoff	Open	Vacate Article	Proposes Union dues and uniform assessments be deducted and collected by the state per s.447.303	State's Last Offer
16	Payroll Checkoff	Open	Vacate Article	Status Quo	State's Last Offer
25	Wages	Open	Pursuant to Governor's Recommended Budget	Proposes that pay be in accordance with GAA, otherwise mirrored State's proposal.	Resolve in GAA
27	Health Insurance	Open	Proposes health insurance contributions be set in GAA or other law	Proposes health insurance benefits and contributions be provided in accordance with the GAA	State's Last Offer
30	Prevailing Rights	Open	Vacate Article	Status Quo	State's Last Offer

Florida State Fires Service Association  
Fire Service Unit (successor agreement)

Article	Status	State	Union	Comment	House Offer 1
3	Dues Checkoff	Open	Vacate Article		State's Last Offer
13	Health and Welfare	Open	Proposes health insurance contributions be set in GAA or other law		State's Last Offer
16	Retirement	Open	State administers the FRS in accordance with any applicable statutory provision or Act		State's Last Offer
25	Wages	Open	Pursuant to Governor's Recommended Budget	Various salary increases	Resolve in GAA

Article	Status	State	Union	Comments	House Offer 1
---------	--------	-------	-------	----------	---------------

Federation of Public Employees  
Lottery Administration and Support Unit

Article	Status	State	Union	Comment	House Offer 1
3	Dues Checkoff	Open	Vacate Article		State's Last Offer
12	Wages and Pay Plan	Open	Pursuant to Governor's Recommended Budget	Various salary increases	Resolve in GAA
17	Insurance and Benefits	Open	Proposes health insurance contributions be set in GAA or other law	..	State's Last Offer